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## The Problem

02/03/20 : CIA-RDP  
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30 (5)

5. Subject proposal, however, makes no provision against Government raids on teaching staffs but does provide for a "one shot" effort to build up a reservoir of 1000 competent area specialists while the universities still have adequate teaching staffs.

6. It is seriously doubted that a "one shot" effort would meet adequately the requirements of the other agencies of the government responsible for the conduct of its foreign affairs. It is therefore reasonable to expect continuing competition by other Government agencies with CIA for graduates of area study programs. CIA cannot now compete favorably with such agencies in this field in view of the tight security restrictions surrounding CIA job descriptions. In view of the foregoing, it follows that CIA would profit by working toward a resolution of this problem on an inter-agency basis rather than unilaterally.

7. Resolution of the problem presented by subject proposal requires consideration within CIA of the following factors.

a. Requirements: The numbers of personnel required each year in terms of area and discipline specialties should be re-inventoried on the basis of attrition rate, existing T/O vacancies, requirements for a strategic reserve group in being, and requirements for a standby M-day CIA reserve. A re-inventory is deemed essential in view of the recent organizational realignment of the Agency, and the delegation of some of its functions to the Departmental intelligence agencies. (The standby M-day CIA reserves is a new idea for which no authorization presently exists.)

b. Selection: Criteria for initial selection and assessment of personnel in the pre-CIA training phase should be developed for each category of assignment and should include security factors. Similar criteria, should be developed for the selection of universities and staffs at which potential CIA personnel are to be trained.

c. Curricula: Standards should be developed as minimum requirements for the pre-CIA training of personnel at both the undergraduate and graduate levels. Such standards should be used as a basis for selection of universities which have acceptable programs and as a basis for modifications of curricula wherein they are deficient in meeting CIA requirements.

8. Inter-departmental consideration of subject proposal should include consideration and resolution of the following problems:

a. The feasibility of negotiating an inter-agency agreement that Government Agencies will not unilaterally recruit personnel from the teaching staffs of those institutions participating in the area study program.

b. That an interdepartmental board be established to firm up Governmental requirements for personnel; select universities to participate in the program; examine and approve curricula, allocate quotas of graduates to participating agencies, and negotiate with the contracting agencies.

c. The feasibility of conducting the program on a continuing basis.

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Recommendation:

9. That CIA approve the project in principle and agree to participate with other government agencies in putting it into effect.

10. That if put into effect the Director of Training, CIA, represent and administer CIA's interests in the program. Further, that the Director of Training:

a. Accomplish the action indicated in paragraph 7 in collaboration with interested CIA offices.

b. Introduce the substance of paragraph 8 for discussion at the interdepartmental meeting to be held on the subject in the near future.

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